

Legal Recruitment News - October 2019

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Legal Job Market Report

Legal Recruitment - still an uncertain market

Each month we run a comparison between the last calendar month and the same time period in 2018 to see if there has been any noticeable difference in view of the extreme political uncertainty. In August 2019 we saw a 38% fall in the number of new permanent vacancies. We also saw a 23% fall in the number of new locum roles posted with us.

So how was September 2019 compared to 2018? We had the same number of locum assignments in both years but saw a 22% fall in permanent vacancies. Uncertainty in the market? Possibly, although this was a fall from 36 to 28, so not that bad!

Generally in September we watch the job market decline as we get into the run up to Christmas. Recruitment tends to be busy from March to September and then quieter from October to February. Locum work always falls off, particularly for short term conveyancing cover, and hourly rates drop as more locums compete for less jobs.

Statistics

General Statistics for September 2019 (comparison is with September 2018)

Current live vacancies: 1061

New permanent vacancies added: 28 (36)

New locum vacancies added: 17 (16)

New candidates registering: 101 (46)

October 2019 – Live Jobs (comparison with October 2019 in brackets):

London vacancies: 194 (194)

South East: 453 (445) (+2%)
South West: 96 (96)
Midlands: 80 (75) (+7%)
North West: 112 (112)
North East: 76 (75) (+1%)
Wales: 41

We have 39 law firms for sale at the moment with a couple more coming to market in the next week - [for details of law firms for sale please click here to view our list](#).

KPMG and REC Report on Jobs

The KPMG and REC, UK Report on Jobs is compiled by IHS Markit from responses to questionnaires sent to a panel of around 400 UK recruitment and employment consultancies (including the Ten Percent Group).

Key Findings

Permanent placements drop for seventh month in a row
Weakest increase in vacancies for over seven-and-a-half years
Availability of staff continues to drop amid uncertain outlook

Comment from KPMG:

"The Brexit impasse continues to affect the jobs market with employers stuck, unable to make informed decisions, and people unwilling to risk seeking new roles. Given that it's the weakest increase in job vacancies since 2012 and the longest period that permanent staff appointments have fallen since the global financial crisis, it would seem that it's proving difficult for businesses to shake off the heightened uncertainty and unknowns. So with the deadline fast approaching, they may well be waiting to get clarity on the future direction of Brexit before making any key decisions on hiring and investment."

Comment from the REC:

"Businesses are positive about their own prospects, but ongoing Brexit uncertainty has led many firms to delay projects and hiring decisions. Vacancy growth has fallen to its lowest since 2012. The UK's vibrant temporary work market is playing an important role in helping employers to manage the ongoing uncertainty and jobseekers to find work. There are deeper issues which must be addressed to secure the UK's future prosperity. Productivity is falling, and there are skills shortages in vital sectors across the economy. Solving these problems must be top of the government's to-do list once the Brexit deadlock has been broken."

Hourly Rates of Pay for Locum Solicitors and Legal Executives

Rates now well into the summer levels - firms need to be aware that locums get booked up at this time of year and even take holidays themselves!

October 2019 Locum Solicitor Rates

Residential Conveyancing Locum Solicitors – 1-5 years PQE, £28-33 per hour (no variation for central London).

Conveyancing Locum Solicitors & ILEX – 5-35 years PQE, handling all levels of conveyancing including managing a department – £30-37 per hour, including central London.

Commercial Property Solicitors – 1-40 years PQE – £35-56 per hour - average is £40-44 per hour.

Wills & Probate Solicitors and Legal Executives – 3-35 years PQE – £35-50 per hour, going up to £55 per hour. Average currently around £45. Private client locum work in short supply.

Family Solicitors – 2-40 years PQE – £32 per hour+.

Civil Litigation Solicitors and ILEX– 1-35 years PQE. £28-35 per hour. These rates cover mainstream litigation.

Commercial Litigation Solicitors – 3+ years PQE – £35-50 per hour.

Company Commercial & General Commercial Solicitors – 3+ years PQE – £35-75 per hour.

Employment Solicitors – 3+ years PQE – £28-50 per hour.

Personal Injury and Clinical Negligence – 3+ years PQE – £25-£40 per hour.

In House Legal Department Rates: 0-3 years PQE – £25-40 per hour, 3+ years PQE – £40-90 per hour (very wide range due to the nature of in house work).

Local authority rates: think of a number, double it, times it by three and then divide it by 8. That figure is probably more accurate than anything I can include here.. Local authority (often unfounded) worries about IR35 have had a huge effect on this sector as umbrella companies and intermediaries cream off huge profits, courtesy of local government HR department decisions 10 years ago to outsource their own jobs!

NB all rates exclude agency fees. The rates are for self-employed locums billing firms directly on a weekly basis.

Candidate and Job of the Week

Candidate of the Week - Private Client Solicitor Relocating to London

CAN-29720

3.5 year PQE Private Client and Court of Protection Solicitor, relocating to London area and looking for a suitable full-time permanent position. Happy to consider anywhere in Greater London but the more central the better.

Job of the Week - A Complete Change of Scene?

VAC-19811

A vacancy has arisen for a senior legal adviser to provide legal and procedural advice to the Court and Tribunal Service of a British overseas territory. The successful candidate will be responsible for the administration of the Courts and Tribunal Service and provide support to the Judiciary, Magistrates and Justices of the Peace to enable them to carry out their functions. Candidates will also be expected to act as Registrar to the Supreme Court, and Clerk to the Magistrate's Court, the Coroner's Court and the Summary Court and to various Tribunals, Committees and Boards. Full time role, 2-4 year contract. Comprehensive job description available on request.

Please get in touch if interested and would like further details. There are three vacancies with the same government - a court legal adviser, a civil litigation & child safeguarding lawyer and a commercial property and company/commercial lawyer.

Conveyancing Staff Numbers in the UK - a recent study

A client has recently asked us for some market data in order to determine where to open a new office. We thought it may be of interest generally so have published the information below.

Some years ago, we fielded a number of calls from firms around London wanting to open offices in Liverpool and Manchester. It took a while, but I eventually worked out that there was a management consultant based in the South East who had advised law firm partners that conveyancers in the North got paid less than office cleaners in the South! It is a myth of course and in fact one of the lowest salary areas in the UK for conveyancing is probably East London.

So here is our market data on candidate numbers for residential conveyancing.

We have 2,912 conveyancers of all shapes and sizes registered with us on our database out of a total of 11,973 candidates.

603 of these are located in London postcodes.

332 are located in Midlands postcodes.

217 are located in North East postcodes (NB this includes Yorkshire and North Lincolnshire).

189 are located in North West postcodes

419 are located in South Central postcodes (NB this includes Hampshire, Berkshire and counties west of London).

365 are located in South East postcodes (NB this is the area south of London - Kent, Surrey and Sussex).

136 are located in the South West.

102 are located in Wales.

497 are located in Anglia. This includes north London counties, Essex, Suffolk and Norfolk.

Majority are Essex and North London).

If I was going to open a conveyancing office and wanted to recruit 20 experienced fee earners, I would almost certainly aim at an office in and around Greater London. Costs may be higher, but recruiting staff will be considerably easier than a lot of other areas of the UK.

The figures above are for candidates who have registered with us and have active update settings on the system. I should add that it doesn't mean that they are all looking for work at any time or that they would be necessarily interested in new vacancies.

So which are the hardest areas to recruit for? I would say the North East, the South West, North West and East Anglia (Norfolk, Suffolk). These areas have a low number of potential candidates.

Towns we would expect to get good responses for: Leicester, Birmingham, Cardiff, Bristol, Chelmsford, Ilford, Romford, Dartford and E/SE London postcodes, Bromley, Croydon, Wolverhampton and Southampton. Leeds tends not to be too bad and Manchester is fairly average.

Interview Questions & Answers Series and our CV Review Service returns

Each month we include 2 interview questions and model answers for popular (or unpopular) interview questions, with advice from our Managing Director. If you would like an ebook with over 50+ of these questions and model answers, please email Jonathan Fagan at jbfagan@ten-percent.co.uk and we'll send it over to you - no charge.

You can also view our free online legal job interview training videos on our website - <https://www.ten-percent.co.uk/interview-advice/>. 100 minutes of advice on technique, interview styles, dealing with technical questions, etc.. Some of the footage is a bit grainy, but the advice is good!

Interview Question 27 – Describe a situation where you had to change your approach half way through a project or task following new input into the project.

Advice

Another particularly difficult competency based question which will almost inevitably result in you needing to have an example in your head before you go into the interview that you are able to use. Without having something pre-prepared it is almost impossible to think about something that quickly when asked these types of questions, which yet again needs us to question the usefulness of competency based interview technique. You need to have a situation in your head that can be easily altered and adapted to a host of different questions, including this one. Usually the best sort to go for are those where there is a positive outcome that would not have happened but for a change in your plans half way through a project. If you are a relatively junior person then it is perfectly acceptable to think of something with an academic or sporting incident but of course the best examples to use are work based

Examples of Answers

“During a project to construct a block of flats on the seafront in Portsmouth, we had taken the decision to complete the project within the timeframe allotted and to try and save considerable costs by using a sub-contractor who had undertaken to complete particular parts of the works within a very short space of time by working in teams through the night. We anticipated being able to save our client about 15% in profit costs by doing this and this in turn would lead to a bonus being paid to us as the project managers. The work commenced and the sub-contractor team began to push through the project. Unfortunately it soon transpired that the work being undertaken by the sub-contracting team was of very poor quality and they were not going to be able to complete the work to the required standard. We were forced to reconsider the approach we were taking to the project at this stage and I completely altered the project to incorporate a new team of sub-contractors who would be working standard hours and altered all the ensuing work to reflect this. The result was that the project finished on time, within budget, but without the substantial costs savings. However we thought it better to complete in the style we did to ensure that the work was of particular quality and that it passed the building regulations inspection at the end of the timeframe.”

Interview Question 28 - Describe a situation where you are asked to do something you had never attempted previously.

Advice

This is a competency based interview question and should be one that you are able to put forward a positive strength and experience that relate specifically to the post you are applying for. so for example if one of the requirements of the post you are going for is that you have experience handling a specific type of project then use this question to get over the point that you have the experience and describe the first time that you obtained it. By doing so you will score two points, one for answering the question well and the second for putting forward something that is relevant to the post you are applying for.

Use the STAR technique to answer the question, to describe the situation, explain the task you were given, state the action you took and give the result. Good examples are specific projects or use of skill sets and bad examples would be something too vague or general or with a negative connotation.

Examples of Answers

“When I was working as a trainee solicitor the firm had a shortage of qualified solicitors to attend at County Court and deal with a hearing in Chambers. I was asked to go down and undertake the necessary advocacy. This was the first time I have been to Court and I had not met the clients nor did I know anything about the case. I thoroughly read the case so that I was aware of the salient points and attended at Court. The hearing went smoothly and the outcome was that I started to do advocacy on a regular basis as I had completed that position effectively. My advocacy experience has continued to progress and I am now rarely out of Court during the average working week.”

Or:

“Whilst learning to ski the instructor decided it was time to take us down a black run, although this was only my third lesson. I confessed to having been slightly hesitant about this and somewhat nervous but went ahead and followed the instructor as part of a group down the slope. Despite feeling that I was about to die, we managed to get to the bottom and I have continued to ski down red and black runs quite happily ever since.”

Keeping good accounts when selling a law firm

One of the key things to bear in mind when coming to sell your solicitors practice is to ensure that your company accounts are impeccably maintained for the last 5 years. So many law firms, it seems, do not have good quality accounts to produce to any prospective buyers, which means that when buyers come to look at the potential offerings of a law practice, they simply can't find the information they need to make an informed decision. So few buyers actually appreciate just how important their accounts are that they don't go to the trouble of ensuring that the accounts are well maintained/described and in a format that is easily understandable.

To give you an example, we recently had a look at a law firm's accounts which have been supplied to us for the purposes of selling the practice. There was information there regarding written off bad debt, outstanding loans, bank interest paid and bank charges paid.

There was absolutely nothing to go with the accounts to explain exactly what these were. Was the bad debt something that the firm had arbitrarily decided was never going to be recovered and was it a one off, or something that was likely to carry on in the future? What steps had the law firm taken to recover the bad debt and why had it been written off? So far as the bank debts were concerned, how were they incurred, and what steps had been taken to ensure they were kept to a minimum in future? Why was the interest rate so high when looking at the accounts there was no obvious reason for bank interest to be paid in particularly large amounts in any event. Was there a loan outstanding that the accounts had not actually picked up?

There was also reference made to recruitment fees, a subject close to our own hearts, but again no explanation provided with the accounts to say why recruitment fees had been high in one year compared with another. Although this may be easily explained, there was nothing in the accounts to indicate this.

It is becoming fairly apparent as we do more of the business sale and purchase work that explaining your accounts can be immensely useful right from the outset, because if you do not provide a full explanation as to what detail is included in the accounts and what is missing, purchasers tend to draw their own conclusions, rightly or wrongly, from the information they have been provided with. This can of course present issues for you as the seller because the buyer may form a very negative opinion about your company which in the circumstances is unfair because

they have wrongly interpreted the figures you have provided them with.

Try to include professional looking accounts as well. We have come across firms who have handwritten parts of their accounts, photocopied pages at wonky angles, missed out pages completely, accidentally or on purpose, and generally not provided professional looking and prepared accounts for consideration by the potential buyer. This leads me on to say again that professionally prepared accounts for law firm sales are of the utmost importance, and other than ensuring your law firm has no outstanding claims against it, it is probably the most important thing you could do to ensure a smooth sale of your business.

Finally, in the year that you are thinking of selling the practice, try and keep up to date management accounts on a quarterly basis. Recently we have come across a practice where there were not really any figures available following the previous set of accounts being prepared 10 months beforehand, and it seems to have scared a couple of potential buyers away from considering the practice further, as they are now suspicious as to why these accounts have not been kept. I suspect in the circumstances there is absolutely no reason other than the partners of the law firm have simply not needed accounts in the current year and so haven't bothered keeping them up to date, but unfortunately buyers don't see it that way. If you look at the sale from their perspective they are simply keen to see as much information as they can, and your lack of detail simply creates a black hole in the data, which they hold against you and get suspicious as to why detail has not been included.

Looking to prepare your firm for sale? Here is a list of the usual information that buyers will ask for early on. It is worth putting a pack together as follows:

Sale of Law Firm - Information to Prepare

1. Last 3 years financial accounts up to the current year-end plus the quarterly management accounts for the last full 3 month period;
2. Lease documents for the premises and any equipment leases;
3. Details about any significant loss or gain showing in the accounts in any recent years;
4. PII claims summary;
5. PII certificate;
6. PII proposal form for last year's renewal;
7. Payroll information (list of staff together with relevant information such as job role, salary, date joined etc);
8. Breakdown of WIP;
9. Breakdown of debtors;
10. Breakdown of creditors and whether they will settle the debt that the business may have outstanding, such as bank loans, overdraft etc.
11. Breakdown of fee earners' billings;
12. List of conveyancing lender panels (if relevant);
13. Average number of monthly transactions by type: sale/purchase/misc. (transfer of equity, purchase of freehold etc.)
14. Information on the handover period: -
 - a) Will any of the directors/partners stop with the firm? If so, for how long?
 - b) Are there other senior fee earners in the firm who plan to stay on apart from the directors? Do they know about the planned sale?
15. Sellers' expectations: -
 - a) What are your objectives from the sale of this firm? i.e. what do you wish to achieve?
 - b) What valuation do you have in mind (if any)?

The false economy of paying low wages

I recently took a call from a solicitors firm in the Leicestershire area looking for a new residential conveyancer to join their firm. They are a small high street practice and we have had dealings with them on numerous occasions over the years to assist with recruitment into their property team.

We had the usual discussion about how hard it was to find good conveyancers who want to stay

with a practice for a period of time and then the partner reeled off a whole load of requirements that she had for the person, including quite a few issues with competency, hard working, ability to generate work, enthusiasm and stated that her maximum budget was £30,000 but they were aiming to pay c£26-28k. She thought that this was a reasonable amount to pay for the level of experience that they required.

The partner then bemoaned the fact that candidates who had joined their firm in the past didn't seem to want to stick around. There is an old expression that applies to this particular firm - 'no s@@t Sherlock!' Could it be that the reason most people don't want to stick around is because they can get paid considerably more at any other practice locally? It's possible..

If you think about it, a salary of £30,000 for an experienced professional conveyancer able to handle their own caseload, work well with clients and be enthusiastic (!) is probably not going to want to work for very long on a salary of £30,000. In most areas of the country £30,000 is probably at the bottom end of a newly qualified solicitor salary range, and anyone experienced usually starts at about £35,000 if not more.

Paying a low wage can be a false economy and this is why:

The Cost. Every time you recruit you have to pay recruitment agents (naturally we don't mind too much!), advertising fees and all the costs relating to starting a new member of staff.

The Time. You have to take the time to recruit, which when you think about it is going to be at least 5 hours. This will include considering CVs, arranging interviews, attending interviews, discussing salary levels, arranging start dates etc etc.

When a new member of staff starts with you there is a transition period of probably 2 if not 3 weeks where very little money is generated by them or their work as they settle in.

The person leaving will probably stop generating very much for you about 3 months before they depart and when they hand their notice in. And why not?

Every time a member of staff leaves it unsettles the rest of your staff and you can be sure that at least one of your current members of staff will be looking at job opportunities.

The office structure changes. Every time a member of staff departs and a new person comes in, the office has to get used to the new dynamics of the person joining and the person leaving, and this again is counterproductive to fee generation.

Lack of effort. You can be guaranteed that if a member of staff thinks they are not being paid enough then they will not be putting in the effort to earn your firm as much money. A well remunerated member of staff who is in a fee generation position should, in theory, work harder than a member of staff who feels put upon and exploited.

Of course quite a few of these things cannot be quantified, but when you work out in terms of hours taken to do the recruitment, is it really not worth putting up the salary by a few thousand pounds in the hope that it keeps you staff for a longer period of time and makes them more productive?

I want a solicitor with a following...but how would you like it?

We get a number of smaller firms and indeed some larger ones looking for new solicitors at a fairly experienced level. Quite often they will indicate an opinion that they wouldn't expect a solicitor

with more than 5 years' experience not to have their own following of clients.

Sometimes they give figures as to what they expect this following to generate and also say that they will not recruit anyone who has not got their own client following to come with them.

We have seen this in just about every field of law, and this has included conveyancing, immigration, family, corporate commercial, mergers and acquisitions, shipping, reinsurance and just about everything in between.

We often ask the question internally – how would this employer like it if one of their solicitors left and took clients from the firm with them?

If some of these firms and partners stopped to think about it, then in the vast majority of cases a 5 year plus PQE solicitor who manages to procure clients for a new firm that they join, is almost certainly going to be effectively poaching them from their existing firm.

In all the years I've been doing recruitment and working in the legal profession, which is well over 20, I have never yet known a firm who have been pleased when one of their senior solicitors has left and mentioned in passing that all their clients are going with them to a new practice. Usually there is a splutter of outrage from the partners at the existing firm if there is the slightest hint that a departing solicitor has indicated to a client that they are leaving. What also happens is that the departing solicitor is kept away from clients as much as possible during the last few months in the hope that no clients feel the need to go with them to a new practice.

How would you feel if one of your senior solicitors upped sticks and went off with half your client base to a new firm?

Do you think in the first instance that your restricted covenant in their employment contract may be utterly useless if a solicitor feels they are able to do this? If this is the case should you be looking at the clause you have drafted for your restricted covenant in all your employees' contracts? Is your restrictive covenant enforceable against the solicitor, and if the departing solicitor has in some way attempted to deceive the clients he or she is taking with them, or has even gone so far as to steal your database, then should you be contacting the Solicitors Regulation Authority or indeed the police?

On the other hand perhaps you are delighted for the senior solicitor as they have demonstrated entrepreneurial skills and have clearly managed to secure another job by taking your firm's clients with them. Would you shake them by the hand, congratulate them on their ingenuity and wish them all the best? Would you call all your clients who are leaving with the solicitor and thank them for all their years of custom before wishing them all the best with the new firm?

I very much suspect that the vast majority of employers would go with the former rather than the latter. If they find out one of their solicitors is leaving and taking clients with them then the first obvious thing to do would be to check their employment contract and see what the restrictive covenant says. If the restrictive covenant is pretty unequivocal, which it should be, then I suspect the next task would be for the solicitors firm to issue the departing solicitor a rather serious warning and formal letter indicating the action that they will take if any clients leave with them.

Solicitors with 5 years PQE and upwards do not have the following in the vast majority of cases, because it is physically impossible for this to occur unless they are planning to steal the database from their current clients. Is this the type of candidate that you want to recruit? Do you want them to stop with you for a few years and then steal all your clients as well before disappearing off to pastures new and earning even more money than you've offered them?

As we have said over the years time and time again, the only solicitors with following tend to be those who have had their own practice or worked as consultants already and developed their own following, but these do tend to be solicitors with 20 to 30 years experience or more and very specific requirements as to what they expect out of a new role, whether this is part time work, a very high percentage of the billing or a very high salary.

Is the Mindset of a Locum “totally different”?

We have recently experienced a higher volume than usual of locums applying for permanent roles particularly in conveyancing. If locums do apply for permanent work there can be a host of reasons. Maybe they have taken on a financial commitment that was not there before and require a regular income, or maybe they want to settle in one area and work locally rather than travel across the UK.

The vast majority of locums are usually undertaking the work because they like the flexibility. For example we know of one locum who likes surfing, another who plays polo, others who work as ski instructors and chalet assistants during the snow season. Working as a locum means that they can fit their other interests and work in around assignments. Naturally this does not appeal to anyone, particularly if you have a mortgage to pay, as locum work can be very sporadic and is not guaranteed.

In the past firms have been extremely reluctant to employ locums in permanent positions, and locums have been notorious at taking permanent roles until the market picks up and then department to return to the more lucrative locum work.

It is probably for the latter reason that most firms are very hesitant to employ locums on a permanent basis (apart from where the locum has worked for them for a reasonable length of time and they know them quite well). However recently we have had an email from a firm that has given a different perspective on the reasons for not employing locums on a permanent basis.

Locums are more interested in sitting at a desk counting down the hours than progressing matters

The partner who sent the email indicated that she had never met a locum who was interested in actually progressing matters and they all seemed more interested sitting at a desk counting down the hours. This was of course in conveyancing and is an interesting perspective because it is feedback we sometimes see from firms when they have had a locum providing annual leave cover.

Thumb Twiddlers?

There are locums out there who soon get fairly well known in the industry for turning up, sitting at a desk, twiddling their thumbs, making telephone calls to agencies to find out what other work they've got, and not actually doing very much work at all. We know of a locum who essentially ran his own business from each office he was locuming at.

Professional Locums

Similarly there are locums out there who are very well known for going straight in, sorting out all outstanding work, asking for more work when they have finished their current matters and generally being extremely proactive. The latter type of locums tend to get lots of repeat bookings and the former tend to develop a reputation for being unbelievably lazy and utterly useless.

It is unfortunate that some firms have gained the perception that all locums behave in the lazy way rather than in the proactive way, and that this is tarnishing the reputation of locums generally in the eyes of some firms.

Low Cost Recruitment for Solicitors - Ten Percent Unlimited

Recruit as many staff as you like over a set period of time (3 or 5 years) for a low monthly fee starting at just £65 plus VAT.

We offer this service to law firms and accountancy practices. There are no restrictions on numbers and no other similar services exist in the recruitment industry. You can save £000s on your ongoing recruitment.

Interested? Call Clare Fagan on 0207 127 4343 or email clare.fagan@ten-percent.co.uk.
www.tenpercentunlimited.co.uk.

How to be a Locum - pdf guide

We have produced a guide on how to be a locum. This includes sections on getting work, realistic expectations, hourly rates, popular fields of law, payment, insurance, umbrella companies and much more. Available for download or to read online from www.interimlawyers.co.uk.

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About Ten-Percent Legal Recruitment

We are a specialist legal recruiter, covering both permanent and locum roles across the whole of the UK. Over 11,000 lawyers are registered with us and we have access to a range of external and internal job boards and websites where we do not have candidates available ourselves. We also assist with recruitment advice and assistance, regularly advising partners and practice managers on suitable salary and package levels.

Our company is unique for a number of reasons, including the fact that we are not shy to publish our fee structure and also donate a chunk of our profits to charity each year. We offer unlimited permanent and locum recruitment for a fixed monthly fee or one-off fees depending on the job. We also buy and sell law firms. We donate 10% of our profits annually to charity, hence our name.

We have three recruitment consultants, Jonathan Fagan, Clare Fagan and Peter Gresty. As a team we have over 40 years of experience in the legal profession.

Ten-Percent Legal Recruitment also owns Interim Lawyers, a specialist locum service. We operate an outsourced UK based typing service as well – www.tptranscription.co.uk and are preferred suppliers to a number of institutional clients and law firms across the UK and overseas.

The Ten-Percent Group of Legal Recruitment websites gives 10% of annual profits to charity. We have maintained this tradition since we formed the company 19 years ago. So far over £100k has

been donated to charities in the UK and Africa including LawCare, Unlock and Reprieve.

We hope you have enjoyed reading our newsletter and look forward to hearing from you if we can assist further.

Warm regards

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